SUBJECT:   EQUAL EMPLOYMENT OPPORTUNITY

The BOCES is an equal opportunity employer and complies with all applicable federal, state and local fair employment practices laws. The BOCES strictly prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex, gender (including gender identity and status as a transgender or transsexual individual), age, physical or mental disability, citizenship, military status, including past, current or prospective service in the uniformed services, genetic information, predisposing genetic characteristics, marital status, sexual orientation, or any other characteristic or other protected class recognized by applicable federal, state or local law. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, disciplinary action, compensation, benefits and termination of employment.

The BOCES also prohibits any form of disciplinary action, reprisal, intimidation or retaliation for the good faith reporting of incidents of discrimination, pursuing any discrimination claim or cooperating in any investigation related to a report or claim of discrimination.

Any employee, regardless of position or title, who subjects an individual to illegal discrimination or retaliation in violation of this policy will be subject to disciplinary action, up to and including the termination of employment.

Adopted: February 13, 2002
Revised: August 5, 2009
Revised: March 11, 2020